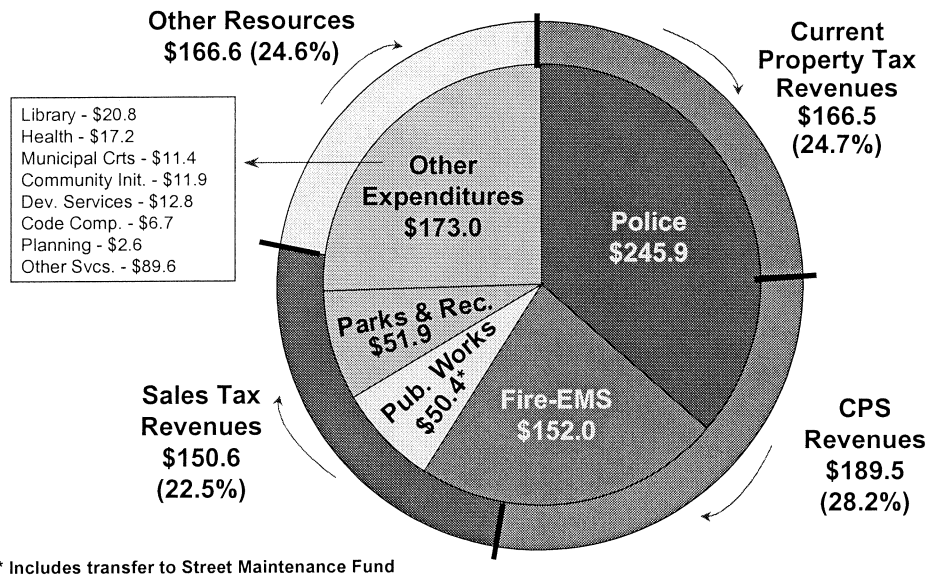


## GENERAL FUND REVENUES

General Fund available resources are anticipated to be **\$673.2 million**. The three principal sources of General Fund revenue are: City Sales Tax, City Public Service (CPS) payments, and Property Tax. Taken together, these three sources of revenue account for approximately \$506.6 million, or 75.3%, of the total General Fund available resources. As shown in the chart below, the FY 2005 Adopted Budget appropriations for the Police, Fire/EMS, Public Works and Parks & Recreation Departments consume all property tax revenue, all revenue from City Public Service, and most sales tax revenue.

### FY 2005 ADOPTED GENERAL FUND AVAILABLE RESOURCES DISTRIBUTED OVER MAJOR SPENDING AREAS (in millions)

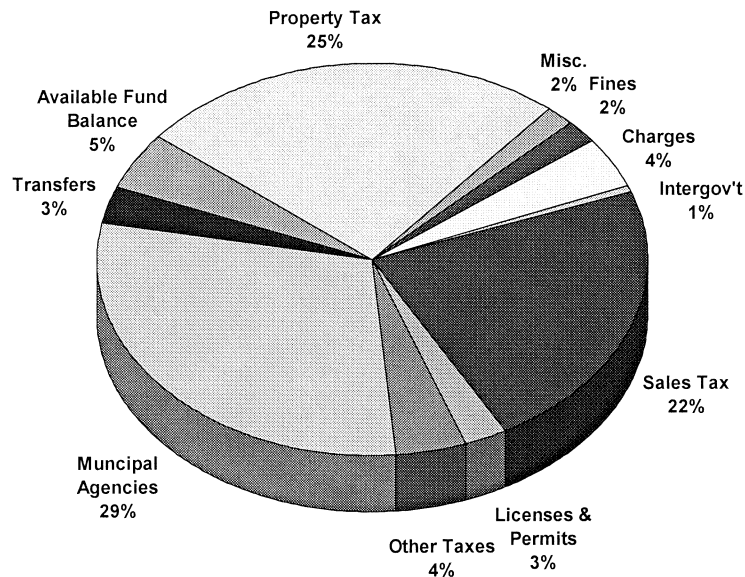


**TOTAL: \$673,170,519**

A summary of the significant assumptions and policy issues related to the General Fund revenues is presented here. For the purpose of presentation, the Streets Maintenance & Improvement and Emergency Medical Services Funds, which are dependent on the General Fund, will also be discussed in this section. In addition to the major revenue sources mentioned above, the Adopted Budget includes a number of new and/or enhanced revenues.

In summary, a total of **\$673.2 million** is available for appropriation as noted in the following chart.

**FY 2005 ADOPTED GENERAL FUND AVAILABLE  
REVENUES**



**TOTAL: \$673,170,519**

● **City Public Service                      \$189.5 million**

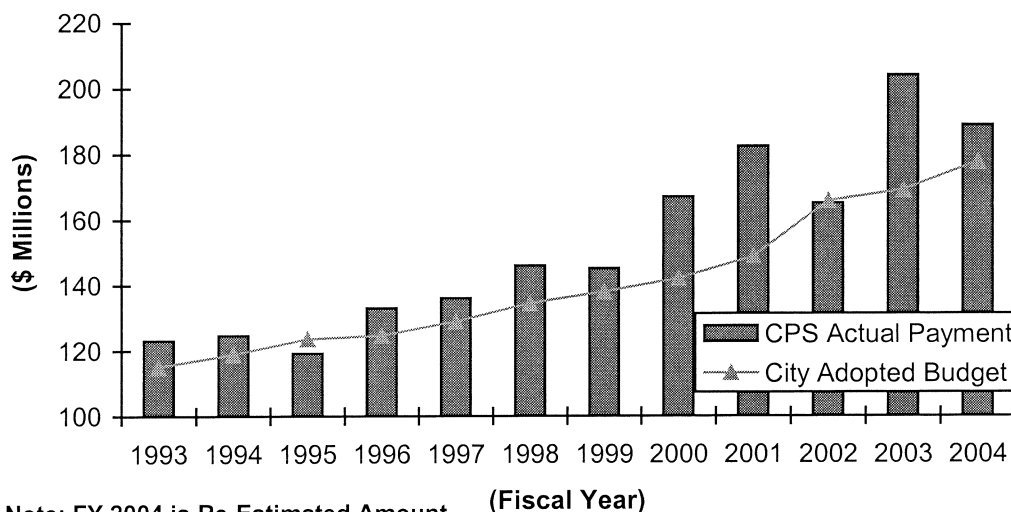
The City's payment from City Public Service (CPS) represents the largest source of revenue to the General Fund. Fourteen percent of all CPS gas and electric customer revenue is paid to the City as a return on investment. The FY 2005 Adopted Budget amount of \$189.5 million from CPS revenues is \$700,000, or 0.37%, higher than the FY 2004 re-estimate of \$188.8 million. The estimated revenue of \$188.8 million for FY 2004 is \$11.17 million, or 6.3%, higher than the original \$177.7 million budgeted in FY 2004.

Revenues from CPS are one of the most difficult to project due to a number of variables which can significantly impact CPS revenues and consequently, the City's payment. The payment to the City from CPS can fluctuate significantly from year to year. Therefore, as has been the case for the past several years, the Adopted Budget amount of \$189.5 million for FY 2005 is conservative. City staff utilized the CPS forecast as a basis for the development of the adopted budget amount. CPS' forecasted demand (growth) assumptions were partially discounted and adjustments to forecasted natural gas prices were made. The resulting adopted budget assumes a normalized weather pattern, discounted forecasted demand, and does not assume continuation of conditions such as very high natural gas prices. The adopted budget was also developed with consideration for a multi-year forecast outlook, managing the City's reliance on revenues from CPS, and the current level of reserves within the City's General Fund.

Accurately forecasting the CPS payment revenue is challenged by a number of variables such as the weather, growth of the system, fuel prices, generation mix, and unscheduled maintenance on generation plants. For the past several years, instability in natural gas prices coupled with fluctuations in demand due to weather have resulted in significant variances in the City's payment from CPS from year to year. The

graph below reflects the actual payment from CPS as compared to the adopted budget for the past ten years.

### **10 Year History - CPS Actual Payment to City Compared to Adopted Budget**



As illustrated in the graph, the actual payment from CPS has exceeded the City's adopted budget in all but two of the ten years presented.

The City's reliance on CPS revenues to the General Fund has been an area of concern expressed by the rating agencies. A conservative projection allows the City to curb reliance on this single major revenue source during the budget process and address the allocation of revenues in excess of budget in the context of recurring revenues and one-time revenues.

With recent significant fluctuations in payments from CPS from year to year and continued volatility associated with natural gas prices, a policy on how actual funds received from CPS in excess of the adopted budget should be considered. Such a policy would provide structured utilization of additional funds and assist the City in managing its reliance on the CPS payment.

#### **● Sales Tax \$150.6 million**

The state of the national economy greatly impacts revenue projections for the sales tax. The national economic slowdown that began in late 2002 has begun to show signs of recovery. Actual sales tax collections for the current year are projected to be at \$147.1 million. This amount is \$4.2 million, or 2.92%, more than the \$142.9 million budgeted in FY 2004 for sales tax revenue.

The Five-Year Financial Forecast, presented in May 2004, projected a 3.00% increase in the \$142.9 million sales tax revenue adopted in FY 2004 bringing the re-estimated FY 2004 sales tax revenue to \$147.2 million. Since the May 2004 Forecast, the re-estimate was revised for the Proposed Budget to reflect a decrease of \$1.3 million (0.89%) in total sales tax collections to revised re-estimate of \$145.9 million. The re-estimate projection was lowered in the Proposed Budget as a result of lower than planned sales tax collections for the months of March and April 2004 combined with expectations of lower collections for the remainder of the fiscal year. However, upon receipt of higher sales tax payments for June and July activity, the re-estimate for FY 2004 in the FY 2005 Adopted Budget was increased by \$1,195,931, for a total FY 2004 re-estimate of \$147.1 million.

Sales tax revenues in FY 2005 are projected to increase by 2.39% to \$150.6 million. Beyond FY 2005, as the economy continues to recover, revenue levels from this source are expected to steadily increase.

While economists still predict steadily gaining economic growth later this year and through to 2005, the status of sales tax revenue source will be closely monitored throughout the upcoming fiscal year.

● **City Current Property Tax                    \$166.4 million**

The FY 2005 Adopted Budget includes \$166.4 million in maintenance and operations support for the General Fund from property taxes while maintaining the tax rate at the current year level - 57.854 cents per \$100 taxable valuation. **For the twelfth straight year, no increase in the overall tax rate is adopted.**

In the Five-Year Financial Forecast presented in May, the current property tax revenue projected for FY 2005 was \$162.0 million. The estimate assumed no change to the property tax rate and was based solely on added revenue coming from anticipated growth in new property value improvements. Specifically, the projected 1.56% rate of increase over re-estimated FY 2004 property tax revenues was based upon preliminary estimates of new improvement taxable value from the Bexar Appraisal District. The Forecast projection has been modified based on the receipt of the certified tax roll from the Bexar Appraisal District (BAD) in late July. Specifically, based upon the certified roll, the new FY 2005 projection is \$166.4 million as opposed to the \$162.0 million projected by the Forecast – a difference of \$4.4 million.

As described above, the property tax rate consists of two components. The first is the debt service component that is determined by the City's debt service requirements. The current debt service rate for FY 2004 is 21.150 cents per \$100 of taxable value. Funds from this component of the property tax receipts are deposited in the Debt Service Fund and are used exclusively to pay the principal and interest on debt. The second component of the tax rate is the amount for maintenance and operations (M&O) contributed to the General Fund. The current M&O rate for FY 2004 is 36.704 cents per \$100 of taxable value. These two components taken together provided for a total tax rate for FY 2004 of 57.854 cents per \$100 of taxable value.

Property tax values are determined by the BAD in conformance with State law. Values for the City of San Antonio recently reported by BAD for FY 2005 show an increase in total net taxable value of approximately \$2.1 billion, or 4.71%, above last year. Included in this total are \$1.25 billion for new improvements and \$69,500 in annexations, which reflects real growth of 2.80% over last year's total taxable value. The taxable value less new improvements and annexations yields the base valuation. The increase in the base valuation from last year is \$853.7 million, or 1.91%. The following chart breaks down the components of total taxable value.

**FY 2005 Taxable Values in Billions**

<b><u>Base Value FY 2004</u></b>	<b><u>Increase in Base Value</u></b>	<b><u>Annexation</u></b>	<b><u>New Improvements</u></b>	<b><u>Total Value FY 2005</u></b>
<b>\$44.609</b>	<b>\$0.854</b>	<b>\$0.000</b>	<b>\$1.245</b>	<b>\$46.708</b>
<b><i>% of Increase Over FY 2004:</i></b>	<b><i>1.91%</i></b>	<b><i>0.00%</i></b>	<b><i>2.80%</i></b>	<b><i>4.71%</i></b>

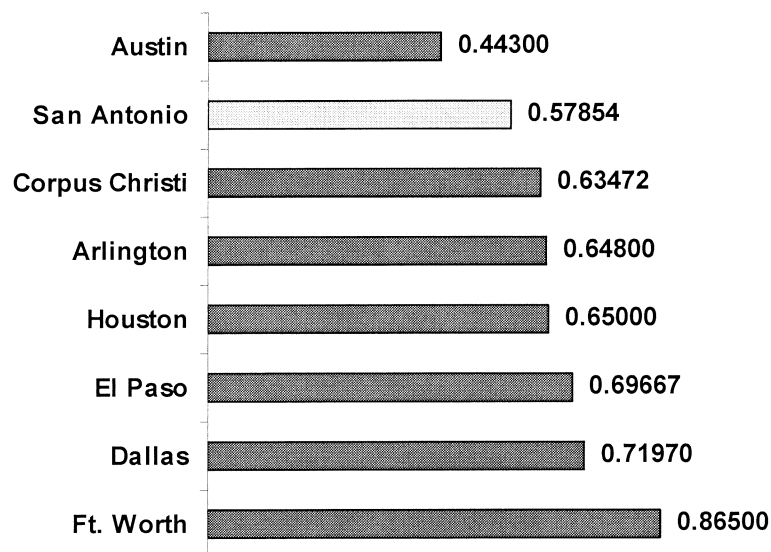
State law requires cities to calculate an "effective M&O tax rate" which is generally equal to the prior year's M&O taxes divided by the current taxable value of properties that were also on the tax roll in the prior year (less new improvements and annexation). As indicated above, base valuations increased from last year by \$853.7 million, or 1.91%. Consequently, to generate the same amount of General Fund revenue for FY 2005 as generated in FY 2004, the effective M&O property tax rate for FY 2005 would be set at 35.915 cents per \$100 taxable valuation, a decrease from the adopted FY 2004 M&O tax rate (36.704) of 0.789 cents, or 2.20%.

The Adopted Budget maintains the overall Property Tax rate for FY 2005 at the same absolute level set for FY 2004 – 57.854 cents per \$100 taxable valuation. Specifically, the FY 2005 M&O rate is adopted at 36.704 cents per \$100 taxable valuation which reflects no change from the FY 2004 adopted M&O rate. The FY 2005 Debt Service rate is adopted at 21.150 cents per \$100 taxable valuation which reflects no change from the FY 2004 adopted debt service and is consistent with the requirements of the City's Debt Management Plan. **For the twelfth straight year the overall tax rate does not increase.**

For the individual homeowner whose appraised value has not changed from FY 2004 to FY 2005, there will be no change in their City property tax bill. However, if the Bexar Appraisal District changes the appraised value on the same home to reflect changes in market value, the impact will vary, depending on the value determined by BAD. From FY 2004 to FY 2005, the average homestead in the City of San Antonio increased in value from \$93,679 to \$96,826 which represents an increase of \$3,147, or 3.36%. The calculation of the average residence homestead value takes into account new improvements as well as changes to base valuations. The increase in the average value means that the average residence homestead will pay \$18.21 a year more in City property taxes in FY 2005. The changes to property values will vary, but the property tax rate will remain the same.

The adopted tax rate for FY 2005 of 57.854 cents per \$100 taxable valuation places San Antonio as the second lowest of the major cities in Texas. The following chart shows the adopted FY 2005 tax rate for San Antonio as compared to the rates in other major Texas cities.

#### Texas Cities Tax Rate Comparison



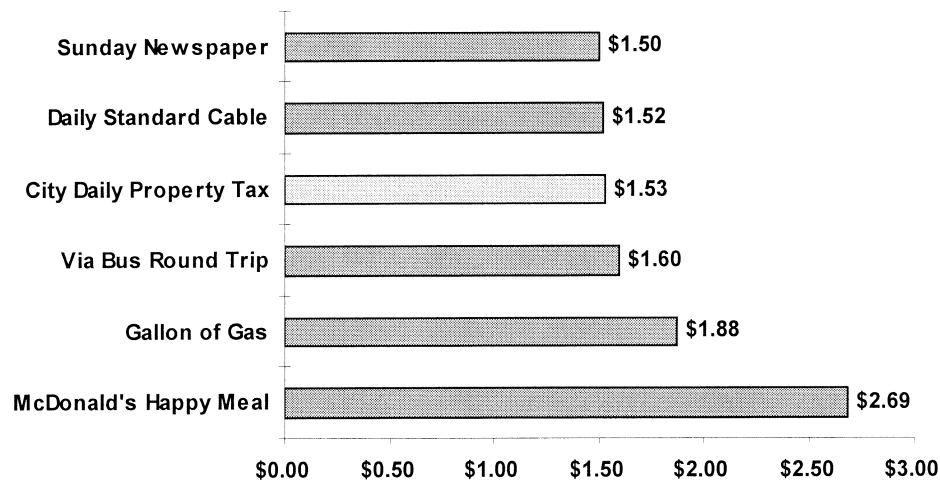
The following sample statement of taxes due demonstrates the portion of local taxes that are due to the City of San Antonio. This sample statement compares current and adopted tax rates for a \$96,826 home, which is the FY 2005 average residence homestead value. City taxes represent \$560.18 or 21.18% of the total taxes due.

**SAMPLE STATEMENT  
PROPERTY TAXES  
BEXAR COUNTY, TEXAS**

Taxing Unit	2004 Assessed Value	Homestead Exemption	Taxable Value	Tax Rate Per \$100 Value	Tax Levy	% of Total Levy
San Antonio I.S.D.	\$ 96,826	\$ 15,000	\$ 81,826	\$1.72200	\$ 1,409.04	53.28%
Alamo Comm. College District	\$ 96,826		\$ 96,826	\$0.10705	\$ 103.65	3.92%
Bexar County	\$ 96,826		\$ 96,826	\$0.31847	\$ 308.36	11.66%
University Health System	\$ 96,826		\$ 96,826	\$0.24387	\$ 236.13	8.93%
County Road & Flood	\$ 96,826	\$ 3,000	\$ 93,826	\$0.01272	\$ 11.93	0.45%
San Antonio River Authority	\$ 96,826	\$ 5,000	\$ 91,826	\$0.01643	\$ 15.08	0.57%
<i>City of San Antonio</i>	<b>\$ 96,826</b>		<b>\$ 96,826</b>	<b>\$0.57854</b>	<b>\$ 560.18</b>	<b>21.18%</b>
<b>Totals</b>				<b>\$2.99908</b>	<b>\$2,644.38</b>	<b>100.00%</b>

The average daily amount of City property taxes due is **\$1.53**, which compares favorably with the common consumer services and items shown in the following chart. All applicable added sales taxes and franchise fees are included in the costs shown. The daily property tax is based on the average residence homestead value of \$96,826.

**Daily Consumer Costs Comparison**



The FY 2005 Adopted Budget includes a Disabled Residence Homestead (DRH) Exemption. The exemption, set at \$12,500, will become effective in Tax Year 2005 (FY 2006). A disabled person would qualify for the disabled residence homestead exemption if they meet the definition of disabled (see below) for the purpose of receiving disability insurance benefits under the Federal Old Age, Survivors and Disability Insurance Act administered by the Social Security Administration:

- An inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or has lasted or can be expected to last for a continuous period of not less than 12 months; or
- Blindness, meaning central visual acuity of 20/200 or less in the better eye with the use of a correcting lens.

The State Comptroller of Accounts additionally recommends that appraisal districts accept a letter from a person's physician as sufficient documentation to qualify for the disabled residence homestead exemption. Bexar Appraisal District currently accepts a physician's letter as documentation of a disability.

## ● Changes to Revenues

In order to address the pressure on available funds, the Adopted General Fund Budget, including the Emergency Medical Services fund, includes recommendations to increase some existing fees and create new fees. These recommended revenue items total \$3.0 million.

The policy direction for the FY 2005 budget process regarding revenue enhancements focused on Cost Recovery. The concept of cost recovery was to recover some or all of the costs associated with providing city services and programs at varying levels depending on factors such as the nature of the service provided, the population served, and the intended impact to the community. There are four categories of cost recovery that were evaluated: Basic City Services, Targeted Population Services, User-Driven Services and Fees/Fines/Rates for Community-Wide Benefit.

- Basic City Services are provided without or with minimal direct charge for service. Examples include Police services, Fire services and Library services. These community-wide services that are supported with community-wide revenues. The revenue changes associated with Basic City Services total \$1,288,062.
- Targeted Population Services are provided with minimal charge for service. Although population served is not community-wide, minimal charge is reflection of population groups' ability to pay as well as community-wide benefit obtained from service. Examples include Youth programs, Athletic programs, Senior Services. The revenue changes associated with Targeted Population Services total \$99,390.
- User Driven Services are provided to specific population with varying level of charge of service to ensure health and public safety within communities (i.e. Development Services, Health Inspections) and to provide individual benefit (i.e. Admission Fees). The revenue changes associated with User Driven Services total \$1,534,740.
- Fees/Fines/Rates for Community-Wide Benefit are leveraged to influence certain outcomes within the community. Examples include Code Violation Fines, Parking Fees, and Swift-Water Rescue Fees. The revenue changes associated with Community-Wide Benefit total \$75,743.

The Asset Management Department created two new fees that will generate \$75,722 in additional revenue

- The Department created a new fee to recover expenses incurred for the sale of property at the Southwest Business and Technology Park. The 6% Real Estate Fee will generate an additional \$70,722 in revenue for the General Fund. This is classified as a User-Driven Revenue.
- The Department created a new Lease Assignment Fee to recover expenses associated with the processing of an assignment or sublease of an existing lease of a City facility from a lessee to another party. The \$1,000 fee will generate an additional \$5,000 in revenue for the General Fund. This is classified as a User-Driven Revenue.

The Code Compliance Department has one revenue adjustment and one new revenue that will generate an additional \$23,000.

- The Salvage Yard and Auto Dismantler's License Fee will increase from \$250 per year to \$500 per year. This fee has not been changed since 1998. This increase, based on the current 70 Salvage Yards, will generate an additional \$17,500 in revenue. This is classified as a Community-Benefit Revenue.
- A Towing Fee is created for companies to pay the City to tow those vehicles that have been declared "junked". The anticipated fee of \$25 per vehicle will generate \$5,500 in additional revenue. This is classified as a Community-Benefit Revenue.



The Development Services Department is increasing four fees and creating three new fees that will generate an additional \$726,649.

- The Department is increasing the basic Electrical Inspection Permit fee from \$22 to \$25. This fee has not been adjusted since 1997. This increase will generate an additional \$75,000 in revenue. This is classified as a User-Driven revenue.
- The Department is increasing the HVAC Mechanical Inspection Permit fee from \$22 to \$25. This fee has not been adjusted since 1997. This increase will generate an additional \$36,360 in revenue. This is classified as a User-Driven revenue.
- The Department is increasing Re-Inspection Fees from \$25 to \$50. These fees have not been adjusted since 1986. This increase will generate an additional \$222,500 in revenue. This is classified as a User-Driven revenue.
- The current fee for the Vested Rights Application Fee is \$160. The Department adopted the following rate structure: \$160 for Homestead Property (one lot), \$500 for Single Family Residential Property (over one lot or three acres), and \$500 for Commercial Construction. An additional \$111,500 will be generated by the new rate structure. This is classified as a User-Driven revenue.
- In February 2003, City Council passed an ordinance requiring the licensing of irrigation contractors and licensing and inspecting of all new irrigation systems. The Department created a new fee to provide Irrigation Review associated with the permitting and inspection of all new irrigation systems. The \$75 fee will generate an additional \$180,000 in revenue for the General Fund. This is classified as a User-Driven revenue.
- The Department created a new fee for Local Registration of State Registered Homebuilders and Remodelers. In March 2004, the Texas Residential Construction Commission required all homebuilders and remodelers to register with the state of Texas. The new local registration fee is designed to capture the State registration number in its system and prevent issuance of residential building permits to non-registered individuals who may have had their license revoked. The \$75 registration fee will generate an additional \$18,750. This is classified as a User-Driven revenue.
- The Department created an Administrative Fee for Permit Processing at the Development and Business Services Center and the Community Link Service Centers. On-line permitting is available for mechanical, electrical and plumbing (MEP) permits. Approximately 40% of MEP permits are issued using the on-line permitting. In an effort to increase the usage of on-line permitting, the Department created a \$3 fee per permit for those customers who prefer the convenience of using city staff to process their permits. This new fee will generate an additional \$82,539 in revenue. This is classified as a User-Driven revenue.

The Economic Development Department is creating two new fees that will generate \$4,000 in additional revenue.

- The Department created a Grant Application Fee for grant application assistance provided to outside entities such as KellyUSA and Brooks City-Base. The adopted fee of \$1,500 per application will generate an additional \$3,000 in revenue. This is classified as a User-Driven revenue.
- The Department created a State Enterprise Zone Nomination Processing Fee for assistance in preparing the nomination packet for two companies. The adopted fee of \$500 per application will generate \$1,000 in additional revenue. This is classified as a User-Driven revenue.

The Finance Department adopted the increase of four fees and elimination two fees. The net additional revenue totals \$16,460.

- The current structure of the Foot Peddler's License Fee is \$20 for a 120 Day License and \$60 for a 365 Day License. This adopted fee structure eliminates the 120 Day License and increases the 365 Day License to \$120. This increase will generate an additional \$3,300. This is classified as a User-Driven revenue.
- The current structure of the Truck Peddler's License Fee is \$30 for a 120 Day License and \$90 for a 365 Day License. This adopted fee structure eliminates the 120 Day License and increases the 365 Day License to \$180. This increase will generate an additional \$9,560. This is classified as a User-Driven revenue.

- The current structure of the Canvasser's License Fee is \$10 for a 120 Day License and \$30 for a 365 Day License. The adopted fee structure eliminates the 120 Day License and increases the 365 Day License to \$60. This increase will generate an additional \$400. This is classified as a User-Driven revenue.
- The Department will increase the Returned Check fee from \$25 to \$30. The change will generate \$3,600 in additional revenue. This is classified as a User-Driven Revenue.
- The Department is eliminating the Professional and Occupational License Fee for Photography. The fee is \$25 per license. The elimination of this fee will result in the loss of \$300 in revenue. This is classified as a User-Driven revenue.
- The Department is eliminating the Itinerant Vendor's License Fee. The fee is \$100 per license. The elimination of this fee will result in the loss of \$100 in revenue. This is classified as a User-Driven revenue.

In an effort to recover service costs, the Fire Department is increasing eight fees, creating two new fees and implementing a Bottom Line Strengthening (BLS) recommendation, that will generate an additional \$88,275.

- The City currently charges a Recovery Fee for after-hours inspections provided on an overtime basis. The current fee of \$50 will increase to \$60. This fee has not been adjusted since 1997. An additional \$23,580 will be generated by this increase. This is classified as a Basic City Service revenue.
- The Quarry Blasting Permit fee of \$200 is increasing to \$500. This fee has not been adjusted since 1985. An additional \$1,800 will be generated by this increase. This is classified as a Basic City Service revenue.
- The City currently charges \$15 for the inspection associated with Float and Food Booth Inspection Fee. This fee will increase to \$20. This fee has not been adjusted since 1997. This increase will generate an additional \$16,920. This is classified as a Basic City Service revenue.
- The Burning Permit Fee of \$125 will increase to \$185. An additional \$224 will be generated by this increase. This is classified as a Basic City Service revenue.
- The City currently charges \$100 for the LPG Tank (propane or butane) Permit. LPG tanks are typically installed in areas not served with natural gas and are used in both commercial and residential settings. This fee will increase to \$200 for the first tank installed, and \$100 for each additional tank. This fee has not been adjusted since 1997. This increase will generate an additional \$4,700 in revenue. This is classified as a Basic City Service revenue.
- The City currently charges \$30 for the inspection of Day Care centers. The fee will increase to \$75 for child day care facilities serving more than 12 children and adult day care facilities. An additional \$13,005 will be generated by this increase. This is classified as a Basic City Service revenue.
- The Blaster Permit Fee of \$150 will increase to \$220 for the initial permit and remain at \$150 for renewal permits. An additional \$490 will be generated by this increase. This is classified as a Basic City Service revenue.
- The City currently charges \$100 for the Waste Oil Tanks and Class III B Combustible Liquid Permit. The current fee will increase to \$150. An additional \$600 will be generated by the increase. This is classified as a Basic City Service revenue.
- The Department is restructuring the Amusement Park Annual Fireworks Display Fee of \$200 into two separate fees: the Amusement Park Annual Fireworks/Pyrotechnics Display Fee (\$400) and the Amusement Park Annual Pyrotechnic Display Fee (\$200). This change in structure will result in an additional \$200. This is classified as a User-Driven revenue.
- The department is creating a new fee for fire watch activities in lieu of the practice of charging only the hourly overtime costs of the employees. A total fee of \$60 per employee-hour will be assessed to cover the overtime costs of the employee on fire watch and administrative costs of \$2.50 per employee-hour. The administrative charge will generate an additional \$4,880 in General Fund revenue. This is classified as a Basic City Service revenue.
- In conjunction with a BLS recommendation, the Department will implement the practice of billing small Haz-Mat incidents. Small incidents are not currently billed because they do not have an incident number. This is not a rate change, but a change in practice. This will generate \$21,876 in additional revenue. This is classified as a Basic City Service Revenue.

The Fire Department is creating five new fees and raising two fees associated with Emergency Medical Services that will generate an additional \$212,101 in FY 2005.

- The City currently charges \$35 for the Basic Aid Fee. The Department will increase this fee to \$50. This increase will generate an additional \$45,349 in revenue. This is classified as a Basic City Service Revenue.
- The Department is creating a new fee for Spinal Immobilization. The \$20 fee of will generate an additional \$43,990 in revenue. This is classified as a Basic City Service Revenue.
- The EMS Transport Fee structure will increase by \$10 as follows: Basic Life Support (BLS) Transport Fee from \$350 to \$360, the Advanced Life Support I (ALS I) Fee from \$375 to \$385, and the Advanced Life Support II (ALS II) from \$400 to \$410. The increase will generate \$108,353 in additional revenue. This is classified as a Basic City Service Revenue.
- Following are new Basic City Service fees created to recover costs associated with medical supplies:
  - A \$10 fee is created for a Bag Valve Unit Mask used for patient ventilization. This fee will generate an additional \$3,254 in revenue.
  - A \$3 fee is created for Yellow Blankets. The blankets are used for comfort, a water/fluid protectant and for a discretionary cover-up. This fee per blanket will generate an additional \$5,277 in revenue.
  - A \$10 fee is created for Air Splints used to compress and immobilize limbs. This fee per air splint will generate an additional \$4,239 in revenue.
  - A \$5 fee is created for Laryngoscope Blades used to open the trachea. This fee per blade will generate an additional \$1,639 in revenue.

The Health Department adopted the adjustment of three fees that will generate an additional \$101,456 in FY 2005.

- The Special Events Food License Fee, issued to food booths at special events, attempts to offset the inspection cost. The current rate structure, last changed since 1999, is as follows: \$20 per day per stand for a maximum of 14 consecutive days. Days 10-14 are not charged. The adopted structure is \$30 per day per stand for a maximum of 14 days. The fee will now be applied to all 14 days. The increase will generate an additional \$89,050. This is classified as a User-Driven Revenue.
- The Certified Record Search Fee will increase from \$9 per record search to \$11 per record search. This fee has not been increased since 1991. This increase will generate an additional \$172 in revenue. This is classified as a User-Driven Revenue.
- The Immunization Record Copy Fee, which has not been changed since 2000, will increase from \$3 per copy of immunization record to \$4 per copy of immunization record. This increase will generate an additional \$12,234 in revenue. This is classified as a User-Driven Revenue.

The International Affairs Department is increasing one fee that will generate an additional \$10,000 in revenue.

- The tuition for the Export Leaders Program is currently \$500 per participant. The Department will increase this fee to \$1,000 per participant. This increase will generate an additional \$10,000 in revenue. This is classified as a User-Driven Revenue.

The Library Department is increasing two fees and creating one new fee, which will generate an additional \$152,067 in revenue.

- The Department currently charges \$0.10 per copy for those copies generated by the Library Database. This fee has not been increased since 1996. The adopted increase to \$0.25 per copy will generate an additional \$53,700 in revenue. This is classified as a Basic City Service Revenue.
- Maximum Library Fines per item will increase by the following: Adults from \$5 to \$10, Children's Books from \$3 to \$6, Media from \$1 per day to \$2 per day, and Maximum Media Fine from \$5 per item to \$10 per item. This increase will generate an additional \$88,287 in revenue. This is classified as a Basic City Service Revenue.

- The Department is creating a new fee for the provision of computer classes at the Central Library and branch libraries. The classes are currently provided at no charge. The adopted fee of \$2 per class will generate an additional \$10,080 in revenue. This is classified as a User-Driven Revenue.

The Municipal Courts Department adopted two fee adjustments as well as adjustments to various moving violation fines, totaling \$403,534 in additional revenue.

- The Court establishes a recommended fine schedule for defendants who do not choose to contest a moving violation. The current range of fines for Moving Violations is \$61 to \$160. The fine schedule will increase by \$4 to \$15, depending on the severity of the offense. The increase will generate an additional \$327,641 in General Fund revenue. This is classified as a Basic City Service Revenue.
- The Parking Booting fee will increase from \$40 per boot to \$60 per boot. This fee has not been increased since 1999. The increase will generate an additional \$10,743 in revenue. This is classified as a Community-Benefit Revenue.
- The Bottom Line Strengthening Program recommended collecting the \$50 warrant fee assessed on out-of-county warrants that are executed by San Antonio Police Department officers as provided by State statute. This fee will generate \$5,900 in additional revenue. This is classified as a Basic City Service Revenue.
- The Bottom Line Strengthening Program proposed the creation and use of City Marshal's to conduct warrant round-ups. The addition of two Marshals for eight months will generate \$59,250 in FY 2005 (represents four months of revenue). The full-year revenue, once fully implemented, in FY 2006 will increase to \$177,750. This is classified as a Basic City Service Revenue.

The Parks & Recreation Department adopted 16 fee adjustments and eight new fees for FY 2005. The fee adjustments will result in a total of \$228,890 in increased revenue in FY 2005.

- Fee adjustments are adopted to recover a modest portion of the costs associated with various athletic programs.
  - An increase to the McFarlin Tennis Center Court fees is adopted. The increase from \$1.50 per hour to \$2.50 per hour for adults before 5:00 p.m. and from \$2.50 per hour to \$3.50 per hour for adults after 5:00 p.m. will generate \$1,000 in additional revenue. This is classified as a Targeted Population Revenue.
  - The McFarlin Tennis Center Tournament Fee is \$4 per court per hour with the exception of tournaments with 250 or more participants, Interscholastic tournaments or Non-Profit tournaments. The adopted adjustment will retain the \$4 fee, but will eliminate the exceptions. This fee has not been adjusted since 1988. The adjustment will generate \$17,280 in additional revenue. This is classified as a Targeted Population Revenue.
  - The Baseball Diamond Fee will increase as follows: Increase from \$6 per hour before 5:00 PM to \$10 per hour, from \$10 per hour after 5:00 PM to \$14 per hour, from \$110 all day (7 hours or more) to \$150 all day (up to 12 hours) with \$20 for each additional hour. This increase will generate an additional \$8,000 in revenue. This is classified as a Targeted Population Revenue.
  - The Softball Diamond Fee will increase as follows: Increase from \$6 per hour before 5:00 PM to \$10 per hour, from \$10 per hour after 5:00 PM to \$14 per hour, from \$110 per tournament to \$150 per tournament (up to 12 hours) with \$20 for each additional hour. This increase will generate \$1,950 in additional revenue. This is classified as a Targeted Population Revenue.
  - The Football/Soccer/Rugby Field Use Fee will increase as follows: Increase from \$6 per hour to \$10 per hour before 5:00 PM and \$14 per hour after 5:00 PM, from \$100 per day (seven hours or more) to \$150 (up to 12 hours) with \$20 for each additional hour. This increase will generate \$9,750 in additional revenue. This is classified as a Targeted Population Revenue.
- Increase the fee for Instructional Swimming Classes from \$15 per class to \$25 per class. This fee has not been adjusted since 1997. The increase will generate an additional \$21,800 in revenue. This is classified as a Targeted Population Revenue.

- Following are the fee increases associated with admissions to the Botanical Gardens: Raise the senior age group from 55 years to 60 years; increase the admission fee for Adults from \$5.00 to \$6.00; Adult Group Rate from \$4.00 to \$5.00; Seniors from \$3.00 to \$4.00; Military Admission Fee from \$3.00 to \$4.00; Student Admission Fee from \$3.00 to \$4.00; Children age 3-13 years from \$2.00 to \$3.00; and Child Group Rate (15 + children) from \$1.00 to \$2.00. This adjustment will generate \$64,235 in additional revenue. This is classified as a User Driven Revenue.
- Camps are held when children are out of school on holiday in December and for spring break. Activities include games, sports, arts and crafts, and outdoor nature activities. In an effort to recover some of the costs of these camps, a Recreation Holiday/Spring Break Camp Supply fee is adopted. The new fee of \$5 per Holiday Camp and \$5 per Spring Break Camp will generate \$9,100 in additional revenue. This is classified as a Targeted Population Revenue.
- An Adult and Senior Participation Fee is adopted to help recover the costs associated with activities provided at Lions Field and the Commanders House. The annual fee of \$5 per participant will raise an additional \$6,200 in revenue. This is classified as a Targeted Population Revenue.
- Three fee adjustments are adopted related to the provision of cultural worksessions:
  - A new fee is created to help recover the costs associated with the provision of daily Specialty Workshops/Clinics. Clinics provided include art, dance, tumbling, percussion and voice. The fee is \$25 for a one-day (four-hour) workshop and \$40 for a two-day workshop (four hours per day). This fee will generate \$3,250 in additional revenue. This is classified as a Targeted Population Revenue.
  - A new fee is created to help recover the costs associated with the provision of Weekly Specialty Camps. The Camps will offer four separate classes each day throughout a given week. Participants have the option of attending the entire camp or only selected classes within the camp. The adopted fee structure is as follows: Community Center Classes - \$75 per week or \$30 per class; Downtown Classes - \$150 per week or \$35 per day. The fee will raise an additional \$7,900 in revenue. This is classified as a Targeted Population Revenue.
  - A new fee is created in conjunction with the establishment of contract instructional classes offered at all community centers. The fee represents a 70/30 split on the monthly class fee with the contracted instructor (with 30% coming to the City). The fee will raise an additional \$5,760 in revenue. This is classified as a Targeted Population Revenue.
- An increase to the Rental of Community Centers is adopted as follows: Increase Gym Practice or games from \$15 per hour to \$20 per hour, General Use from \$25 per hour to \$30 per hour, Special Events from \$50 per hour to \$55 per hour. This fee has not been increased since 2001. The increase will generate \$37,600 in added revenue. This is classified as a User-Driven Revenue.
- Two new revenues are created to help offset the costs associated with the Therapeutic Recreation Program, both classified as Targeted Population Revenues.
  - A \$5 annual registration fee is created for each participant in the Therapeutic Recreation Program Summer Youth Day Program. The fee will generate \$200 in added revenue.
  - A \$20 monthly participation fee is created for each participant in the Therapeutic Recreation Program Adult Day Program. This fee will generate an additional \$7,200 in revenue.
- An increase for the Portable Stage Rental is adopted. The increase from \$550 to \$575 will generate \$1,325 in additional revenue. This is classified as a User-Driven Revenue.
- Two fee adjustments are adopted related to the San Jose Cemetery:
  - An increase for rental of equipment is adopted. The increase for a tent and 12 chairs from \$100 per setup to \$150 per setup will raise an additional \$1,250 in revenue. This is classified as a User Driven Revenue.
  - Increases for the Infant headstone setting fee from \$50 to \$75; Headstone setting fee from \$.30 per square inch to \$.50 per square inch; and Vase installation from \$10 to \$25 will generate \$2,440 in additional revenue. This is classified as a Basic City-Service Revenue.
- Various fee adjustments are adopted related to Park rentals, all classified as User Driven Revenues:
  - Increase the fees for Eisenhower Pavilion as follows: Increase fees for 400 or fewer people from \$425 to \$550, 401-1000 people from \$700 to \$1,000, 1001 or more people from \$1,000 to \$1,500; and pavilion only from \$175 to \$250. This adjustment will raise \$5,300 in additional revenue.
  - Increase the fees for Mateo Camargo Park as follows: Increase fees for 400 or fewer people from \$275 to \$350, 401-1000 people from \$500 to \$650, 1001 or more people from \$650 to \$1,000; and pavilion only from \$175 to \$250. The adjustment will generate an additional \$1,400 in revenue.

- Increase the fees for Rosedale Park as follows: Increase fees for 400 or fewer people from \$425 to \$550, 401-1000 people from \$700 to \$1,000, 1001 or more people from \$1,000 to \$1,500; and pavilion only from \$175 to \$250. The adjustment generates \$6,250 in added revenue.
- Increase Parks Usage Fees as follows: Increase fees for 400 or fewer people from \$275 to \$350 for revenue and non-revenue events, 401-1000 people from \$500 to \$650, 1001 or more people from \$650 to \$1,000; and small event gatherings from \$25 to \$50. The adjustment will generate \$6,700 in added revenue.
- Increase Park Pavilion Permit Fees as follows: Increase fees from \$25 to \$40 Monday through Thursday; from \$65 to \$80 Friday through Sunday. The adjustment will raise an additional \$3,000 in revenue.

The Planning Department is increasing two fees and creating three additional fees that will generate a total of \$82,460 in additional revenue to the General Fund.

- The City currently charges a Historic Design and Review Commission (HDRC) Commercial Application Fee based on square footage. This fee has not been adjusted since 2001. The Department is replacing the current rate schedule with a \$100 fee per commercial property. This adjustment will generate an additional \$14,400 in revenue. This is classified as a User Driven Revenue.
- The City currently charges a \$450 Neighborhood Plan Amendment fee in conjunction with all zoning requests not in conformance with the City's Master Plan. The Department is replacing the flat fee with a new rate structure as follows: 0 to 0.5 acres - \$700, 0.501 to 5.0 acres - \$1,430, 5.01 to 10.0 acres - \$1,780, 10.01 to 25 acres - \$2,140, 25.01 acres or more - \$2,520. The adopted rate structure will generate an additional \$22,560 in revenue. This is classified as a User Driven Revenue.
- The Department is creating a Historic Plaque Application Fee for those landmark property owners who wish to acquire a Historic Plaque. The property owner will pay a \$10 Application Fee per plaque to receive a certificate of official landmark status for purchase of a plaque. This fee will generate an additional \$3,000 in revenue. This is classified as a User Driven Revenue.
- The Department is creating a Fee for Lack of Certificate of Appropriateness for all projects on historic properties that begin work without the approval of the HDRC. The new fee will be in addition to any fines charged for not properly pulling permits. The \$500 fee will generate an additional \$42,000 in revenue. This is classified as a Community-Benefit Revenue.
- During the Master Development Plan and platting process, applications are submitted that may propose re-alignments of right-of-ways. If an applicant requests to significantly change the alignment, staff works to bring forward a recommendation to the Planning Commission and City Council. The adopted Major Thoroughfare Plan Amendment Fee of \$500 per application will generate an additional \$500 in new revenue. This is classified as a User Driven Revenue.

The Police Department recommends the creation of five fees and adjustment to eleven fees that will generate a total of \$825,081 in additional revenue for the General Fund.

- The Department adopted a Laptop MDT/MDC Access Fee for outside agencies. The San Antonio Police Department operates a system for obtaining information from the Texas Crime Information Center (TCIC) and the National Crime Information Center (NCIC). In addition to San Antonio police officers, officers from 80 outside agencies also access the system. A fee charged for this service will assist SAPD in offsetting and recuperating some of its costs in the creation and maintenance of this system. Revenues will be generated based on the actual number of MDT/MDC each agency has connected to the system. The fee will be charged on a sliding scale of \$120 for every ten-(10) units connected. The adopted fee will generate an additional \$14,040 in revenue. This is classified as a User Driven Revenue.
- The San Antonio Police Department provides letters regarding criminal history background checks. The Department currently notarizes and certifies the Clearance Letters and Visa Letters at no charge. A Clearance and Visa Letter Notarization and Certification Fee of \$5 is adopted. The fee will generate an additional \$1,160 in revenue. This is classified as a User Driven Revenue.

- The City is now able to license Human Display Establishments, their managers and dancers. A Sexually Oriented Business (SOB) License Fee is adopted with the following structure: \$375 Human Display Establishment Permit, \$100 On-Site Manager's Permit, and \$50 On-Site Dancer's Permit. This fee will generate an additional \$50,625 in revenue. This is classified as a User Driven Revenue.
- The City currently does not charge for any appeal cases that go before the hearing officer when dealing with Vehicles for Hire. The City pays the hearing officer \$200 for every session, even if cancelled or rescheduled. In order to offset this cost, the Department is creating a Vehicle for Hire Appeal Fee for \$100 per case. This fee will generate an additional \$3,500 in revenue. This is classified as a User Driven Revenue.
- In accordance with the Bottom Line Strengthening Program, the Department is increasing the Accident Report Fee from \$4 to \$6. This fee has not been increased since 1995. This increase will generate \$118,702 in additional revenue. This is classified as a User Driven Revenue.
- An increase to the Auction Processing Fee is adopted. The increase from \$10 to \$32 will generate \$100,430 in additional revenue. This is classified as a User Driven Revenue.
- The City is establishing an Impoundment Fee. The fee is justified for any action by a governmental storage facility that preserves, protects or services a vehicle that is stored or parked at the facility. The adopted fee of \$20 per vehicle will generate \$349,000 in additional revenue. This is classified as a Basic City Service Revenue.
- An increase to the Notification Fee is adopted. When a vehicle is received at the San Antonio Police Department Growden Pound, the Department is required by law to send out a notification to the vehicle's owner, and if applicable, the vehicle's lien holder. When the owner/lien holder of the vehicle attempts to retrieve the vehicle, a \$30 fee is charged for the costs associated with mailing the notification (this includes staff time and certified postage costs). The maximum allowable fee under state law is \$32.00 per notification. The current fee will be increased by \$2.00 to the state allowed maximum of \$32.00. The increase will generate \$5,848 in additional revenue. This is classified as a Basic City Service Revenue.
- An increase to the Arrest Record and Search fee is adopted. Currently, the department provides letters regarding criminal history background checks (clearance letters for employment, visa letters for travelers/immigrants), and fingerprint cards for citizens upon request. This involves performing a criminal history review. Currently, the Department charges \$4.00 for clearance letters, \$5.00 for visa letters, and \$5.00 for fingerprint cards. The adopted change will increase the fee for all three services to \$10. This fee has not been adjusted since 1986. The fee increase will generate an additional \$88,956 in revenue. This is classified as a User-Driven Revenue.
- The Department is increasing the following fees associated with Ground Transportation, all classified as Basic City Service Revenues:
  - Increase the Taxicab Permit Fee from \$300 to \$400. This fee has not been adjusted since 1985. This increase will generate an additional \$73,600 in revenue.
  - Increase the Limousine Permit Fee from \$300 to \$400. This fee has not been adjusted since 1995. This increase will generate \$10,000 in additional revenue.
  - Increase the Charter Vehicle Operating Permit Fee for 15 Passengers and Less from \$300 to \$400 and for More than 15 Passengers from \$400 to \$500. This fee was last adjusted in 1995. The increase will generate an additional \$4,200 in revenue.
  - Increase the Tour Vehicle Permit Fee for 15 Passengers and Less from \$300 to \$400 and for More than 15 Passengers from \$400 to \$500. This fee was last adjusted in 1995. The increase will generate an additional \$800 in revenue.
  - Increase the Horse Carriage Permit Fee from \$500 to \$600. This fee was last adjusted in 1983. The increase will generate \$1,500 in additional revenue.
  - Increase the Temporary Tour Bus Permit Fee for a Historical Permit from \$10 to \$20 and for a Regular Permit from \$25 to \$50. This fee has not been adjusted since 1995. This fee increase will generate an additional \$200 in revenue.
  - Increase the Carriage Route/Time Exception Permit Fee from \$10 to \$25. This fee has not been adjusted since 1995. This increase will raise an additional \$2,520 in revenue.

The Public Works Department is adjusting one fee and creating one new fee that will generate a total of \$48,240 in additional revenue for the General Fund.

- The City currently charges a \$20 Origination Fee to right-of-way users for street and sidewalk closures associated with development. The Department will increase the fee to \$50 which will generate an additional \$3,000 in revenue. This is classified as a Basic City Service Revenue.
- The Department will construct and operate a parking lot on Frio Street. This lot could provide overflow parking to the Municipal Court building. The Adopted Budget recommends that two part-time Parking Attendant positions be created in the Public Works Department's Parking Division to collect a \$3 charge for each car parking at the lot. The gross revenue to the General Fund will be \$45,240. After recovering the cost of the Parking Attendant position, it is estimated that \$26,416 in added revenue to the General Fund in FY 2005 will be realized. This is classified as a User Driven Revenue.

#### ● **Other Revenue Issues**

##### Parade/Special Event Revenue

Several departments are involved in the preparation, coordination and/or the operation of Parades or Special Events (i.e Runs/Walks) that is held in the City. The Police Department coordinates (and often provides) necessary security resources. The Public Works Department coordinates street closure/barricades and cleanup. Parks and Recreation coordinates rental of parks facilities and in some cases staging and sound equipment. Fire coordinates inspection of certain food and float facilities and assesses EMS staffing requirements upon request. There are several small fees associated with the multi-departmental effort. In an effort to provide for a comprehensive and efficient planning that will provide for the full recovery of the City's costs, the City will study the process, workload and policies associated with the conduct of these events in FY 2005. The study will include a best-practices comparison of comparable cities. Potential outcomes could be one consolidated multi-departmental process, additional requirements, and one comprehensive fee, which will provide for the full recovery of the City cost. The results of the study will be brought before City Council during the fiscal year, therefore there is no fiscal impact included in the FY 2005 Adopted Budget.

#### ● **Fund Balance**

The final element of resources available in the General Fund is the fund balance in excess of the \$23.17 million Reserve for Revenue Loss. The General Fund is estimated to have an unreserved fund balance of \$30.52 million that will be used to augment available resources for FY 2005. The \$23.17 million Reserve for Revenue Loss is set aside in the event the City faces a catastrophic event resulting in the loss of a crucial revenue source(s) such as Sales Tax. These Reserves will be used to continue providing essential and critical City services. It has been the objective of City Council to set aside ultimately 5% of the City's General Fund appropriations toward the Reserve for Revenue Loss. The \$23.17 million equates to 3.4% of the FY 2005 Adopted General Fund appropriations.



## **OTHER FUNDS REVENUES**

### **• Community & Visitor Facilities Fund**

The Alamodome Department is increasing one fee associated with event parking at the Alamodome and creating one new fee associated with Alamodome facility improvements and operations. In addition, the department is increasing one fee associated with Wolff Stadium event parking. These three proposals will generate \$402,177 in additional revenue.

- The event parking fees at the Alamodome will increase from \$7 to \$8. This increase will generate \$140,570 in additional revenue.
- A Renewal & Improvement (R&I) Fee is adopted to help fund facility improvements and operations at the Alamodome. The \$0.50 Fee per ticket will generate \$235,912 in additional revenue.
- The event parking fees at Wolff Stadium will increase from \$3 to \$4. This increase will generate \$25,695 in additional revenue.

The Convention Facilities Department is increasing several fees, which will generate \$69,440.

- The Municipal Auditorium rental fee will increase from \$800 to \$1,200 for social events. This increase will generate \$18,000 in additional revenue.
- The Department will increase various fees associated with equipment rental and use of audio visual equipment. The increases will generate an additional \$51,440 in revenue.

### **• International Center Fund**

The Asset Management Department is increasing rental fees at the International Center, which will generate \$7,500 in additional revenue in FY 2005.

- Rental rates for the International Center Conference Center and Room (for non-City Departments) will increase as follows: Conference Center - Increase hourly rate from \$100 to \$125, minimum fee from \$200 to \$250, maximum fee from \$800 to \$1,000; Conference Room - Increase hourly rate from \$10 to \$20, minimum fee from \$20 to \$40 and maximum fee from \$50 to \$100. The adopted rate changes will generate \$7,500 in additional revenue.

### **• Golf Fund**

The City enlisted the assistance of the National Golf Foundation in the spring of 2004 to review the Municipal Golf Course Operations and the feasibility of Privatization. Several recommendations were proposed and the following recommendations are to be implemented:

- Create a separate fee structure for similar courses based on their unique characteristics rather than a system-wide fee structure.
- Reduce the number of fee categories so as to make the system more understandable to customers.
- Eliminate the use of the Discount Card and replace them with golf promotionals which are time certain. The Discount Card will be eliminated by September 30, 2005. The City will honor all existing cards through their respective expiration dates through the end of the fiscal year
- Implementation of new Point of Sale (POS) system at all courses.

The Parks & Recreation Department will increase various fees in Golf Operations for a total increase in revenue of \$526,867 in FY 2005.

Following are the relevant fee changes:

- The Greens Fees at Brackenridge, Olmos Basin and Willow Springs will increase by \$0.50 (Regular Rate) and \$2.00 (Discount Rate to expire 9-30-05), Senior/Disabled rate will be a blended rate of \$10.00 weekday and \$16.00 weekend to generate \$306,434 in additional revenue.
- The Greens Fees at Riverside and Mission Del Lago will decrease by \$2.50 (Regular Rate) and \$1.00 (Discount Rate to expire 9-30-05), Senior/Disabled rate will be a blended rate of \$10.00 weekday and \$16.00 weekend decreasing revenue by \$5,275.
- The Greens Fees at Cedar Creek will increase by \$.50 (Regular Rate) and \$2.00 (Discount Rate to expire 9-30-05), Senior/Disabled rate will be a blended rate of \$16.00 weekday and \$19.00 weekend increasing revenue by \$74,373.
- The Par 3 Green Fees will increase from \$5 per weekday and \$6 per weekend for a Nine-Hole course to a flat rate of \$7; and from \$7 per weekday and \$8 per weekend for an 18-hole course to a flat rate of \$9. This adjustment will generate \$12,305 in additional revenues.
- Range balls will increase by \$1.00 for a small, \$2.00 for a medium and \$2.00 for a large bucket (San Pedro increase for large bucket will only be \$1) of balls increasing revenue by \$72,434.
- The Golf Cart Rental Fees will increase by \$1.00 in order to generate \$66,596 in additional revenue.

- **San Jose Burial Fund**

The Parks and Recreation Department is increasing fees associated with interments and disinterments at the San Jose cemetery, which will generate \$6,250 in additional revenue in FY 2005.

- Interment and Disinterment Fees will increase as follows: Increase infant interment from \$50 to \$100, Cremains from \$100 to \$150, Regular Depth from \$250 to \$350 and Extra Depth from \$375 to \$425. The adopted adjustment will raise an additional \$6,250 in revenue.

- **Aviation Fund**

The Aviation Department will increase Airport Parking Fees, which will generate an estimated \$923,100 in additional revenue in FY 2005.

- Airport parking fees will change as follows: Long-Term Parking from \$8.00 daily maximum to \$9.00 daily maximum; Economy Parking from \$4.50 daily maximum to \$5.00 daily maximum. No change in fee is recommended for short term parking or to the hourly rates. The adopted increase will generate an additional \$923,100 in revenue. The adjustment to the fees is necessary to offset an increase in operating and maintenance expenses and to help finance the cost of the planned expansion of the Airport's parking facilities.

- **Information Technology Services Fund**

The Information Technology Services Department will expand one fee and create three new fees, which will generate \$140,385 in additional revenue in FY 2005.

- The Department will create a Regional Radio Service Fee. With the recent successful implementation of the Public Safety Radio System, the Joint Operations Committee has commenced planning and drafting 3rd party subscriber policy agreements with the intent of marketing this valuable communications resource which covers 1,250 SQ Miles. This service can be marketed to other agencies, local governments, universities, school districts, etc. for a monthly service fee and benefit our community with enhanced regional communications interoperability. The Region 53

Communications Board, responsible for managing and approving frequencies in our region, recently approved an additional 20 frequencies for our Radio System to accommodate regional expansion.

Following is the description of the Class of Service & Rate Structure:

A. Subscriber Users

- (i) Autonomous Public Safety Dispatch Access - Used by Outside Agencies that maintain their own autonomous PSAP/Dispatch Center. The Monthly Subscriber Fee will be \$35 per radio. The Annual Talk Group Fee will be \$5,000 per dedicated Talk Group.
- (ii) Autonomous Local Government Dispatch Access - Used by Outside Agencies that desire to use the Radio System to support internal, autonomous local government (Public Works, Animal Control, etc.) operations. The Monthly Subscriber Fee will be \$35 per radio. The Annual Talk Group Fee will be \$5,000 per dedicated Talk Group.
- (iii) Sponsored Public Safety Dispatch Access - Used by Outside Agencies that do not have their own dispatch operations and rely on a Sponsoring Agency to provide dispatch services. Dispatch services may include operational dispatching of response units and/or requesting criminal justice information. The Monthly Subscriber Fee will be \$35 per radio.

B. Interoperability Users

- (i) PSAP / Dispatch Center Access - Used by Outside Agencies for interoperability purposes only. Limited to control stations. Designed for PSAP to PSAP communications. The annual Subscriber Fee will be \$12 per radio.
- (ii) Interagency Access - Used by Outside Agencies for interoperability purposes only. May include RECEIVE ONLY Primary Dispatch Groups consistent with the jurisdictional location of the Outside Agency. Designed for critical incident / emergency management situations. The annual Subscriber Fee will be \$12 per radio.

C. Critical Incident Support Users

- (i) Critical Incident Support User - Used by Outside Agencies solely to support ongoing critical incidents. These cannot be used for normal day-to-day operations or normal interoperability purposes. The annual Fee will be \$12 per radio.

Bexar County will share 20% of revenues (20% owners in system). This new fee will generate \$42,000 in gross revenue, \$33,600 in additional revenue remaining in the ITSD fund.

- The Department will create an Automatic Inspection Notification Fee. An automated email and/or text message notification will be sent to developers and contractors when particular events have occurred within Hansen (i.e. failed inspection). Developers and contractors will be able to subscribe and unsubscribe to the service via a web application. The fee schedule is as follows: \$10 per Residential Building Permit, \$20 per Commercial Building Permit, \$5 per Electrical Permit, \$5 per Mechanical Permit, and \$5 per Plumbing Permit. This new fee will generate an additional \$90,000 in revenue.
- The Department will expand the Internet convenience fee, created in FY 2004, to Aviation Parking Permits. The fee provides a mechanism for the City to recover its costs of providing internet access to its services. The adopted fee of \$5 per transaction will generate \$8,385 in additional revenue.

● **Otto Koehler Fund**

The Parks and Recreation Department is increasing Pavilion Rental Fees, which will generate \$12,900 in additional revenue in FY 2005.

- Pavilion usage fees at the Cypress Pavilion will increase as follows: Increase fees from \$25 to \$40 Monday through Thursday before 5 PM; and from \$65 to \$80 Friday through Sunday, Holidays and after 5 PM Monday through Thursday. The increase will generate \$9,150 in additional revenue.
- Pavilion usage fees at the Koehler Pavilion will increase as follows: Increase fees from \$25 to \$60 Monday through Thursday before 5 PM; and from \$80 to \$100 Friday through Sunday, Holidays and after 5 PM Monday through Thursday. The increases will generate \$3,750 in additional revenue.

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
	<b><i>One-Time Improvements</i></b>	
Asset Management	Municipal Marketing Plan	0
City Clerk	Create an Online Campaign Finance Reporting System	51,200
Community Initiatives	Senior Resource Center Project	30,000
Contributions to Delegate Agencies	Funding for Diabetes Prevention Program - Bienestar	100,000
	Funding for the Mobile Canteen	125,000
	Funding for the Day Center Program	125,000
	Funding for San Antonio Symphony	320,000
	Increase Funding for Project Quest	500,000
Development Services	GIS Overlay	100,000
Library	Add \$150,000 for Library Materials	150,000
Neighborhood Action	Expand Neighborhood Commercial Revitalization	70,000
Non-Departmental/Non-Operating	Increase Funding for City Council Administrative Assistant Compensation	13,412
	Add Teleconference Video System for City Council C Room	25,000
	Increase Funding for Austin-San Antonio Corridor Council	50,000
Non-Departmental/Non-Operating	Cash Handling Enhancement	64,259
	Professional Services for Texas A&M	200,000
	Funding For Reclass and Regrade Adjustments	500,000
Parks & Recreation	Willow Springs Golf Course Area Development Plan	25,000
Parks & Recreation	Capital Outlay for Parks Maintenance Crews	89,787
Public Works - Street Maintenance	Increase Contractual Street Maintenance by \$100,000 per District	1,000,000
Special One-Time Projects	Target 500 List - Add Printing	13,000
	Funding for a Downtown Strategic/Master Plan	50,000
	Downtown East End Corridor Revitalization Plan	75,000
	Downtown West End Corridor Revitalization Plan	75,000
	Funding for a Loan to the Bexar County Regional Mobility Authority	500,000
	SATAI	500,000
Special One-Time Projects	Funding For Consultant Services Regarding City Public Service Issues	100,000
Transfer - Other	Reserves for Former SAWS Building Headquarters Renovation	700,000
<b><i>Subtotal for One-Time Improvements</i></b>		<b>5,551,658</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b><i>Recurring Improvements</i></b>		
City Attorney	Ethics Review Board and Campaign Finance Reform - Add 1 Attorney III and 1 Paralegal	118,521
City Auditor	Increase Funding for City Auditor Budget	236,804
City Auditor	Add 3 Auditor Positions	204,013
City Clerk	In-lieu 1 Executive Secretary position to an Administrative Assistant II position	2,957
City Clerk	Add 1 Full-Time Administrative Aide Position	0
Code Compliance	Code Compliance Staffing Redirection & Marketing Program	53,000
Code Compliance	Redirect 1 Code Compliance Investigator for Historic Building Enforcement - In Lieu Of	11,987
Community Initiatives	Add 1 Contract Compliance Position	59,182
	Implement Ambassador Program	135,000
	Redirect \$141,000 from Human Development Services Funds to the VITA Program	141,000
	Add 3 Advisors and Three Additional Schools to the San Antonio Education Partnership Scholarship Program	384,828
Contract Services Department	Establish a Contract Compliance/Oversight Organization (Add 6 Positions)	412,780
Customer Service & 311 System	Customer Service/311 Staffing Enhancement (Add 8 Positions)	241,313
Finance	Cash Handling Enhancement - Add 1 Cashier and 1 Office Assistant	52,600
Health	Add 3 Contract Compliance Positions to Establish a Contract Compliance Unit	75,000
Health	Health Initiative	274,475
	Cash Handling Enhancement	38,803
	Add 1 Fiscal Planning Manager	67,347
Human Resources	Cash Handling Enhancement	11,251
Library	Adult Education - Alliances/Partnerships/Costs	72,973
Library	Cash Handling Enhancement	10,480
Mayor & Council	Increase Funding for City Council Administrative Assistant Compensation	26,034
Municipal Courts	Add 2 Marshals to Implement Warrant Marshals Pilot Program	121,215
ND/NO - DAMA Transition Office	Add 1 Sr. Planner (Redirected from Planning)	47,454
	Defense Adjustment Management Authority (DAMA) Transition Office Implementation	179,397
Non-Departmental/Non-Operating	Certification Pay Pilot Program	162,687

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
	<b><i>Recurring Improvements</i></b>	
Non-Departmental/Non-Operating	Performance Pay - FY 06	1,274,166
	Performance Pay - FY 05	1,274,166
	Market Salary Adjustment	3,278,511
Parks & Recreation	Add 3 Contract Compliance Positions to Establish a Contract Compliance Unit	155,900
Parks & Recreation	Add 1 Construction Inspector	39,462
	Add 1 Landscape Architect	55,851
Police	Continue funding for Crisis Response Team	449,551
Police	Differential Police Response - Add 11 Additional Expeditors	258,467
Public Utilities Office	Add 5 Positions to Establish a Public Utilities Group	330,010
Public Works	Increase Graffiti Abatement Services	25,000
Public Works	Create Capital Improvement Project Management Team - Add 3 Positions	38,836
	Add 2 Real Estate Specialists	91,398
	Create Capital Improvement Project Management Team - Add 5 Positions	248,338
Special One-Time Projects	Military Initiatives and BRAC	75,000
	Hunger & Homelessness Initiative	297,304
Special One-Time Projects	Add Funding for Professional Services to support Indirect Cost Plan	50,000
	Add Funding for Professional Services to Support Development of the Comprehensive Annual Financial Report	90,000
Transfer - Other	Increase Transfer to Parking Fund for two PT Parking Attendants For Frio St. Parking Lot	18,824
<i>Subtotal for Recurring Improvements</i>		<b>11,191,885</b>
<b>Total GENERAL FUND</b>		<b>16,743,543</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Airport Operating &amp; Maintenance Fund</b>		
Aviation	International Airport Initiative	50,000
Aviation	Certification Pay Pilot Program	14,214
	Performance Pay	117,407
	Add 3 Contract Complinance Positions to Establish a Contract Compliance Unit	124,145
	Market Salary Adjustment	324,879
Contributions to Delegate Agencies	Funding for San Antonio Symphony	80,000
<b><i>Total Airport Operating &amp; Maintenance Fund</i></b>		<b><i>710,645</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<u>Fund/ Budget Priority/Department</u>	<u>Program Change Title</u>	<u>First Year Amount</u>
<b>Building Maintenance Fund</b>		
Asset Management	Certification Pay Pilot Program	15,724
	Performance Pay	32,075
	Market Salary Adjustment	93,581
<b><i>Total Building Maintenance Fund</i></b>		<b><i>141,380</i></b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Community &amp; Visitor Facilities Fund</b>		
Alamodome	Certification Pay Pilot Program	1,250
	Performance Pay	1,625
	Market Salary Adjustment	3,977
	Performance Pay	22,426
	Market Salary Adjustment	57,139
Convention & Visitors Bureau	Performance Pay	34,490
	Market Salary Adjustment	78,444
Convention Facilities	Certification Pay Pilot Program	2,818
	Add 1 Administrative Assistant II	39,821
	Performance Pay	78,031
	Market Salary Adjustment	215,789
	Add 7 Positions Redirected from Alamodome	341,653
Cultural Affairs	Cultural Collaborative	48,000
Cultural Affairs	Performance Pay	5,209
	Market Salary Adjustment	11,086
International Affairs	Performance Pay	4,074
	Market Salary Adjustment	8,149
Non-Departmental/Non-Operating	Performance Pay	1,477
	Market Salary Adjustment	2,955
<b><i>Total Community &amp; Visitor Facilities Fund</i></b>		<b>958,413</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Community Development Block Grant Fund</b>		
Neighborhood Action	Add Funding for Showcase of Homes	25,000
	Infrastructure - Neighborhood Improvement Districts	45,000
<b><i>Total Community Development Block Grant Fund</i></b>		<b><i>70,000</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Employee Benefits Fund</b>		
Human Resources	Performance Pay	7,756
	Market Salary Adjustment	17,372
<b><i>Total Employee Benefits Fund</i></b>		<b>25,128</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Environmental Services Fund</b>		
Environmental Services	Geo-Probe/Staff Resources	0
	Add 2 Route Analysts	0
	In House NEPA/Staff Resources	0
	Cash Handling Enhancement	2,400
	Certification Pay Pilot Program	8,718
	Performance Pay	158,714
	Market Salary Adjustment	461,216
<b>Total Environmental Services Fund</b>		<b>631,048</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Golf Fund</b>		
Parks & Recreation	Certification Pay Pilot Program	3,730
	Performance Pay	23,307
	Market Salary Adjustment	65,809
<b><i>Total Golf Fund</i></b>		<b>92,846</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Information Technology Services Fund</b>		
Information Technology Services Department	Performance Pay	107,236
	Market Salary Adjustment	235,147
<b><i>Total Information Technology Services Fund</i></b>		<b>342,383</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>International Center Fund</b>		
Asset Management	Performance Pay	927
	Performance Pay	1,518
	Market Salary Adjustment	1,854
	Market Salary Adjustment	4,554
<b><i>Total International Center Fund</i></b>		<b>8,853</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Liability Insurance Fund</b>		
City Attorney	Performance Pay	6,255
	Market Salary Adjustment	13,894
Human Resources	Performance Pay	1,641
	Market Salary Adjustment	3,552
<b><i>Total Liability Insurance Fund</i></b>		<b>25,342</b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Occupational Health Fund</b>		
Health	Performance Pay	2,680
	Market Salary Adjustment	5,803
Human Resources	Performance Pay	509
	Market Salary Adjustment	1,017
<b><i>Total Occupational Health Fund</i></b>		<b><i>10,009</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Official City Store Fund</b>		
Convention & Visitors Bureau	Performance Pay	1,687
	Market Salary Adjustment	4,561
<b><i>Total Official City Store Fund</i></b>		<b>6,248</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Parking Fund</b>		
Public Works	Add 2 Part-Time Positions for Frio St. Lot Improvement	0
	Certification Pay Pilot Program	879
	Performance Pay	22,819
	Market Salary Adjustment	65,478
	Add 14 Positions (Redirection from Asset Management)	708,484
<b><i>Total Parking Fund</i></b>		<b>797,660</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Parks Development &amp; Expansion Fund</b>		
Parks & Recreation	Add one Special Projects Manager to the Linear Park Program	80,000
<b><i>Total Parks Development &amp; Expansion Fund</i></b>		<b><i>80,000</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Police Confiscated Property Fund</b>		
Police	Partially Fund Build Out for a Crisis Care Center	100,000
<b><i>Total Police Confiscated Property Fund</i></b>		<b><i>100,000</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Public Health Support Fund</b>		
Health	Performance Pay	13,892
	Market Salary Adjustment	37,074
<b><i>Total Public Health Support Fund</i></b>		<b><i>50,966</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Purchasing &amp; General Services Fund</b>		
Purchasing & General Services	Performance Pay	62,625
	Certification Pay Pilot Program	73,068
	Market Salary Adjustment	171,492
<b><i>Total Purchasing &amp; General Services Fund</i></b>		<b><i>307,185</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Rabies Control Fund</b>		
Health	Performance Pay	1,182
	Market Salary Adjustment	3,547
<b><i>Total Rabies Control Fund</i></b>		<b>4,729</b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>SALDC Fund</b>		
Economic Development	Performance Pay	3,768
	Market Salary Adjustment	7,888
<b><i>Total SALDC Fund</i></b>		<b><i>11,656</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>San Jose Burial Fund</b>		
Parks & Recreation	Certification Pay Pilot Program	845
	Performance Pay	2,149
	Market Salary Adjustment	6,447
<b><i>Total San Jose Burial Fund</i></b>		<b>9,441</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Storm Water - Regional Detention Ponds</b>		
Public Works	Performance Pay	4,834
	Market Salary Adjustment	11,397
<b><i>Total Storm Water - Regional Detention Ponds</i></b>		<b><i>16,231</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Storm Water Fund</b>		
Development Services	Performance Pay	1,370
	Market Salary Adjustment	3,187
Public Works	Certification Pay Pilot Program	4,436
	Performance Pay	70,399
	Flood Buy Out Properties Maintenance	85,680
	Add Funding for Rate Increase Study	100,000
	Market Salary Adjustment	201,883
<b>Total Storm Water Fund</b>		<b>466,955</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>TIF Fund</b>		
Neighborhood Action	Performance Pay	2,738
	Market Salary Adjustment	5,815
<b><i>Total TIF Fund</i></b>		<b>8,553</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Improvements***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Workers' Compensation Fund</b>		
City Attorney	Performance Pay	3,252
	Market Salary Adjustment	7,582
Finance	Performance Pay	1,034
	Market Salary Adjustment	2,069
Human Resources	Certification Pay Pilot Program	3,207
	Performance Pay	7,043
	Market Salary Adjustment	15,809
<b><i>Total Workers' Compensation Fund</i></b>		<b>39,996</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Streets Fund</b>		
Public Works	Performance Pay	7,384
	Market Salary Adjustment	19,261
<b><i>Total Streets Fund</i></b>		<b>26,645</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Improvements*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Recreation Athletic Fund</b>		
Parks & Recreation	Performance Pay	2,712
	Market Salary Adjustment	8,137
<b><i>Total Recreation Athletic Fund</i></b>		<b><i>10,849</i></b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Community Initiatives</b>	Add 4 Positions for Ferrari Regional Leadership Development Center	105,868
	Add 1 Technical Systems Supervisor and Operating Expenses For Carver Civic Center	121,978
<b>Fire</b>	Fire TDH EMT Basic Recertification Fee	3,854
	Training Academy Support	68,475
	Fire Longevity	375,590
	Self-Contained Breathing Apparatus (SCBA) Replacements	575,300
	Fire Contract	4,582,048
<b>Fire - EMS</b>	EMS TDH EMT Paramedic Recertification Fee Increase	1,785
	EMS Medical Supply Fee Increase	71,075
	EMS Longevity	99,977
	Fire Contract/EMS	1,590,810
<b>Library</b>	Add 3 Positions for Great Northwest Library Expansion - 1999 Bond Prog.	36,227
	Add 6 Positions for Semmes Branch Library - 1999 Bond Program	37,703
<b>Non-Departmental/Non-Operating</b>	Oberthur Tax Abatement Payment	93,660
<b>Parks &amp; Recreation</b>	1994 Bond Prog. Lincoln Swimming Pool	9,600
	2003-2007 Bond Prog. Mobile Support Crew	28,653
	Add 3 Park Police Officers/Outer Districts - Operating Support	47,550
	1994 Bond Prog. Lincoln Swimming Pool	47,597
	2003-2007 Bond Program - Bond Prog. Maintenance and Operations Support	70,800
	2003-2007 Bond Prog. Mobile Support Crew	132,738
	Add 3 Park Police Officers/Outer Districts	137,085

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Police</b>	2002 Local Law Enforcement Block Grant (LLEBG) - SWAT	22,920
	Medical Examiner Contract - Recurring	30,000
	2002 Local Law Enforcement Block Grant (LLEBG) - Gang Task Force	56,700
	Police Helicopter Overhaul/Maintenance	277,507
	Longevity - Recurring	666,331
	Police Contract - Recurring	5,814,199
<b>Public Works</b>	Landfill Disposal Fee Increase	13,391
	Spill Prevention Containment and Control - Recurring	140,000
<b>Total GENERAL FUND</b>		<b>15,259,421</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Mandates*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Airport Operating &amp; Maintenance Fund</b>		
Aviation	Fire Contract/EMS	146,726
<b>Total Airport Operating &amp; Maintenance Fund</b>		<b>146,726</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Community &amp; Visitor Facilities Fund</b>		
<b>Convention Facilities</b>	Maintenance Contractual Obligations	33,000
<b>Non-Departmental/Non-Operating</b>	Hosting Obligations	452,000
<b><i>Total Community &amp; Visitor Facilities Fund</i></b>		<b><i>485,000</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Environmental Services Fund</b>		
<b>Environmental Services</b>	Increase Funding for Payments to City Public Service for Billing Services	77,765
	Increase Funding for Collection and Disposal Contracts	649,553
<b><i>Total Environmental Services Fund</i></b>		<b><i>727,318</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Liability Insurance Fund</b>		
<b>Human Resources</b>	Third Party Administrator Contract Cost Increases - Liability Fund	32,373
<b><i>Total Liability Insurance Fund</i></b>		<b><i>32,373</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Purchasing &amp; General Services Fund</b>		
<b>Purchasing &amp; General Services</b>	Install Oil Water Separator to Meet EPA Requirements	30,000
	Provide Funding for the Purchase of Ultra Low Sulfur Diesel Fuel	100,000
<b>Total Purchasing &amp; General Services Fund</b>		<b>130,000</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Mandates***

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Storm Water Fund</b>		
<b>Public Works</b>	Storm Landfill	13,861
<b><i>Total Storm Water Fund</i></b>		<b><i>13,861</i></b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
*Mandates*

<b>Fund/ Budget Priority/Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Workers' Compensation Fund</b>		
<b>Human Resources</b>	Riverview Office Space Lease - Workers' Comp Fund	7,346
<b><i>Total Workers' Compensation Fund</i></b>		<b><i>7,346</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>City Attorney</b>		
	Eliminate 1 legal Secretary	38,404
<b>City Clerk</b>		
	Employee Uniform Initiative	346
<b>Code Compliance</b>		
	Reduce Overtime Budget	2,750
	Employee Uniform Initiative	4,368
	Extend Vehicle Life	41,513
<b>Community Initiatives</b>		
	Employee Uniform Initiative	319
	Extend Vehicle Life	509
	Reduce Overtime Budget	2,681
	Savings from San Antonio Education Partnership Scholarship Scheduled Payments	255,746
<b>Development Services</b>		
	Eliminate Underutilized Vehicles	2,672
	Employee Uniform Initiative	4,662
	Reduce Overtime Budget	9,176
	Reduce funds for Undesirable Business Operations Amortization	20,000
	Reduce Funds for International Commercial Code (ICC) Examination Services	25,000
	Extend Vehicle Life	25,875
<b>External Relations</b>		
	Reduce Line Item Budgets	9,675
<b>Finance</b>		
	Redirect 1 Tax Investigator Position to Financial Audits	0
	Extend Vehicle Life	247

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Finance</b>		
	Reduce Overtime Budget	1,000
	Eliminate Underutilized Vehicles	2,175
	Eliminate 1 Sr. Office Assistant	28,876
<b>Fire</b>		
	Vehicle In-House Repair	3,555
	Eliminate Safehouse Overtime for Rodeo	12,000
	Eliminate Underutilized Vehicles	12,867
	Reduce Overtime Budget	91,469
	Extend Vehicle Life	231,815
<b>Fire - EMS</b>		
	Eliminate Underutilized Vehicles	3,454
	Vehicle In-House Repair	3,555
	Eliminate 2 Stock Clerks	54,418
	Eliminate Mortuary Service Contract	61,168
	Extend Vehicle Life	102,578
<b>Health</b>		
	Redirect 1 Public Health Nurse in Environmental Health to Nursing Services	0
	Eliminate Underutilized Vehicles	2,017
	Employee Uniform Initiative	6,698
	Extend Vehicle Life	10,568
	Reduce Linen and Laundry Service Budget	11,000
	Eliminate 1 Laboratory Assistant	26,798
	Eliminate 1 Secretary II	28,421
	Reduce Overtime Budget	30,000
	Unfund one Abatement Officer	43,590

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Human Resources</b>		
	Redirect 1 Department Systems Specialist to ERM Post Production Support	61,883
<b>Library</b>		
	Extend Vehicle Life	496
	Employee Uniform Initiative	973
<b>Municipal Courts</b>		
	Extend Vehicle Life	196
	Employee Uniform Initiative	675
	Eliminate Underutilized Vehicles	2,438
	Reduce Overtime Budget	15,000
	Eliminate 1 Office Assistant	15,821
	Eliminate 1 Administrative Aide	31,941
<b>Municipal Elections</b>		
	Reduce Overtime Budget	800
<b>Neighborhood Action</b>		
	Extend Vehicle Life	194
<b>Non-Departmental/Non-Operating</b>		
	Extend Vehicle Life	2,734
	Energy Savings from LED Traffic Signal Lights	200,000
<b>Parks &amp; Recreation</b>		
	Vehicle In-House Repair	5,333
	Eliminate Underutilized Vehicles	8,579
	Eliminate One Inactive Kid Quest Site	12,487
	Employee Uniform Initiative	27,211
	Reduce Overtime Budget	43,416
	Eliminate 1 Graphic Designer	52,964
	Extend Vehicle Life	124,843

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Parks &amp; Recreation</b>		
	Eliminate 12 Positions and Redirect Bulk Mowing to Outside Contract	175,651
	Tower of the Americas Transitional Operations	385,090
<b>Planning</b>		
	Extend Vehicle Life	497
	Reduce Printing Budget	5,000
	Redirect 1 Sr. Planner to DAMA Transition Office	47,454
<b>Police</b>		
	Eliminate Underutilized Vehicles	19,889
	Vehicle In-House Repair	639,036
	Extend Vehicle Life	700,236
<b>Public Works</b>		
	Vehicle In-House Repair	2,666
	Eliminate Underutilized Vehicles	4,554
	Employee Uniform Initiative	4,748
	Reduce Overtime Budget	10,000
	Extend Vehicle Life	56,281
	Adjust Indirect Costs Storm Water Fund	95,486
	Administrative Reductions (Eliminate 8 Positions)	324,457
<b>Public Works - Street Maintenance</b>		
	Employee Uniform Initiative	6,048
	Vehicle In-House Repair	8,888
	Eliminate Underutilized Vehicles	9,371
	Reduce Overtime Budget	115,000
	Extend Vehicle Life	182,188

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>GENERAL FUND</b>		
<b>Special One-Time Projects</b>		
	Redirect Human Development Services Funds to Multiple New Initiatives	890,000
<b>Total GENERAL FUND</b>		<b>5,502,489</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Airport Confiscated Property Fund</b>		
Aviation	Employee Uniform Initiative	692
<b><i>Total Airport Confiscated Property Fund</i></b>		<b>692</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Airport Operating &amp; Maintenance Fund</b>		
<b>Aviation</b>	Vehicle In-House Repair	888
	Employee Uniform Initiative	7,235
	Reduce Overtime Budget	70,000
	<b>Total Airport Operating &amp; Maintenance Fund</b>	<b>78,123</b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Building Maintenance Fund</b>		
<b>Asset Management</b>	Employee Uniform Initiative	2,277
	Extend Vehicle Life	13,361
	Reduce Cost of Maintenance Services - Bldg Maintenance Fund	436,313
	Redirect to Parking Fund 14 Positions	649,951
	<b>Total Building Maintenance Fund</b>	<b>1,101,902</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Community &amp; Visitor Facilities Fund</b>		
<b>Alamodome</b>		
	Extend Vehicle Life	-770
	Employee Uniform Initiative	180
	Reduce Overtime Budget	600
	Employee Uniform Initiative	720
	Vehicle In-House Repair	889
	Extend Vehicle Life	2,318
	Eliminate 2 Positions	53,783
	Redirect 7 Positions to Convention Facilities	341,653
	Reduce non-personal services - various line items	342,871
	Eliminate 18 Positions	491,354
<b>Convention &amp; Visitors Bureau</b>		
	Extend Vehicle Life	1,184
	Reduce Gas & Electricity	9,400
	Reduce Temporary Svcs	20,000
	Reduce Mail Service	30,000
	Reduce Communications Line Item	45,000
	Reduce Mail Service	46,000
	Reduce Printing (Collateral) Advertising	50,000
	Reduce Transfer to Visitor Info. Center/Official City Store	58,424
	Reduce Mail Service (Advertising 05)	60,000
	Reduce Advertising	70,000
	Reduce Transfer to Visitor Info. Center/Official City Store	73,424
	Reduce Travel & Local Hosting	100,000
	Freeze three positions	124,298
	Reduce Communications Line Item	130,750

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Community &amp; Visitor Facilities Fund</b>		
<b>Convention Facilities</b>		
	Eliminate 185 Unfunded Positions	0
	Extend Vehicle Life	2,322
	Employee Uniform Initiative	6,593
	Reduce various line items	385,902
	Eliminate 31 Positions and Unfund 2 positions	1,010,374
<b>Cultural Affairs</b>		
	Increase Turnover	33,874
	Reduce Neighborhood Heritage Initiative Program	60,000
<b>International Affairs</b>		
	Extend Vehicle Life	938
	Reduce Fees to Other Contractors	7,206
<b><i>Total Community &amp; Visitor Facilities Fund</i></b>		<b><i>3,559,287</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Environmental Services Fund</b>		
<b>Environmental Services</b>		
	Employee Uniform Initiative	12,611
	Eliminate Underutilized Vehicles	13,164
	Vehicle In-House Repair	111,069
	Increase Efficiency Associated with Single Stream Collection of Recyclables	125,073
	Reimbursement for Costs of Technical Staff	231,173
	Extend Vehicle Life	352,087
	One-Time Reduction in Maintenance and Repair for New Garbage Trucks	454,590
<b>Total Environmental Services Fund</b>		<b>1,299,767</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Equipment Renewal &amp; Replacement Fund</b>		
<b>Purchasing &amp; General Services</b>	Vehicle In-House Repair	4,444
<b><i>Total Equipment Renewal &amp; Replacement Fund</i></b>		<b><i>4,444</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Golf Fund</b>		
<b>Parks &amp; Recreation</b>		
	Reduce Overtime Budget	50
	Employee Uniform Initiative	712
	Vehicle In-House Repair	889
	Extend Vehicle Life	34,629
<b>Total Golf Fund</b>		<b>36,280</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Information Technology Services Fund</b>		
<b>Information Technology Services Department</b>		
	Employee Uniform Initiative	201
	Extend Vehicle Life	2,169
	Eliminate Underutilized Vehicles	3,322
	Reduce Overtime Budget	5,300
	Cancel Office Space Lease with Business Technology Center	32,147
	Reduce Enterprise Licensing Agreement (ELA) with Software AG	96,562
	Replace Mainframe Server Platform	113,568
<b><i>Total Information Technology Services Fund</i></b>		<b><i>253,269</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>International Center Fund</b>		
<b>Asset Management</b>		
	Employee Uniform Initiative	190
<b><i>Total International Center Fund</i></b>		<b><i>190</i></b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Liability Insurance Fund</b>		
<b>Human Resources</b>		
	Elimination of 1/2 of a Sr. Management Analyst Position and Line Item Red - Liability	30,247
<b><i>Total Liability Insurance Fund</i></b>		<b><i>30,247</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Occupational Health Fund</b>		
<b>Health</b>	Employee Uniform Initiative	76
	Reduction of Fees to Professional Contractors	30,000
	<b>Total Occupational Health Fund</b>	<b>30,076</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Parking Fund</b>		
<b>Public Works</b>		
	Employee Uniform Initiative	1,786
	Extend Vehicle Life	3,991
	Reduce Overtime Budget	70,000
<b>Total Parking Fund</b>		<b>75,777</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Police Confiscated Property Fund</b>		
<b>Police</b>	Extend Vehicle Life	19,612
<b><i>Total Police Confiscated Property Fund</i></b>		<b><i>19,612</i></b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Project Management Office Fund</b>		
<b>Project Management Office</b>	Extend Vehicle Life	1,565
<b>Total Project Management Office Fund</b>		<b>1,565</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Public Health Support Fund</b>		
<b>Health</b>	Extend Vehicle Life	-5,832
	Employee Uniform Initiative	204
	Eliminate 1 Case Aide in Public Health Support Project	28,847
	<b>Total Public Health Support Fund</b>	<b>23,219</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Purchasing &amp; General Services Fund</b>		
<b>Purchasing &amp; General Services</b>		
	Reduce Overtime Budget	3,700
	Employee Uniform Initiative	4,702
	Eliminate Underutilized Vehicles	7,616
	Extend Vehicle Life	26,171
	Increase Turnover (7 Positions)	219,919
<b>Total Purchasing &amp; General Services Fund</b>		<b>262,108</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Rabies Control Fund</b>		
<b>Health</b>	Employee Uniform Initiative	123
	Reduce Overtime Budget	3,595
	<b>Total Rabies Control Fund</b>	<b>3,718</b>



**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>San Jose Burial Fund</b>		
<b>Parks &amp; Recreation</b>	Employee Uniform Initiative	72
	Reduce Overtime Budget	150
	Extend Vehicle Life	1,619
	<b>Total San Jose Burial Fund</b>	<b>1,841</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Storm Water - Regional Detention Ponds</b>		
<b>Public Works</b>	Extended Vehicle Life	2,833
<b>Total Storm Water - Regional Detention Ponds</b>		<b>2,833</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Storm Water Fund</b>		
<b>Public Works</b>		
	Employee Uniform Initiative	4,713
	Vehicle In-House Repair	51,847
	Extend Vehicle Life	196,485
<b>Total Storm Water Fund</b>		<b>253,045</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Streets ROW</b>		
<b>Public Works</b>		
	Employee Uniform Initiative	88
	Extend Vehicle Life	5,573
<b>Total Streets ROW</b>		<b>5,661</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>TIF Fund</b>		
<b>Neighborhood Action</b>		
	Reduce Line Items	21,615
	Unfund one Financial Analyst, one Special Projects Coordinator, and one City Atty III	195,096
<b>Total TIF Fund</b>		<b>216,711</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
*Reduction*

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Workers' Compensation Fund</b>		
<b>Finance</b>		
	Extend Vehicle Life	502
<b>Human Resources</b>		
	Eliminate 1/2 of a Sr. Management Analysts and Various Line Items	30,247
<b>Total Workers' Compensation Fund</b>		<b>30,749</b>

**FY 2005 ADOPTED PROGRAM CHANGES**  
***Reduction***

<b>Fund/ Department</b>	<b>Program Change Title</b>	<b>First Year Amount</b>
<b>Recreation Athletic Fund</b>		
<b>Parks &amp; Recreation</b>		
	Employee Uniform Initiative	381
<b><i>Total Recreation Athletic Fund</i></b>		<b><i>381</i></b>

## PERSONNEL COMPENSATION POLICY ISSUES

**Market Salary Adjustment & Performance Pay.** The City recognizes the dedications and commitment to public service portrayed by City employees. Among our most valuable assets the City employees are responsible for delivery of critical services to over a million citizens each day and 20 million visitors each year. The Five Year Financial Forecast presented in May 2004 and outlined in the 2004 City Council Goals and Objectives Work Session identified the City's workforce compensation issues. Providing an enhanced compensation package has been a priority in finalizing the FY 2005 Adopted Budget.

The Adopted Budget provides a civilian compensation package that includes a market salary adjustment and performance pay incentive for eligible employees. The combined cost is \$4.6 million in the General Fund and a total of \$8.4 million for all funds. The market salary adjustment, effective in October 2004, will be distributed to civilian full-time and part-time employees with annual salaries as follow:

- Employees with \$40,000 annual base salary and below will receive a 3% salary increase
- Employees with above \$40,000 annual base salary will receive a 2% salary increase

The market salary adjustment totals \$6.0 million in All Funds and \$3.3 million in the General Fund.

To reward those employees who routinely demonstrate exemplary performance in providing the highest quality of service, all eligible civilian City employees with at least one year of service (who have been on the City's payroll as of October 1, 2003) will also be able to receive performance pay targeted for May 2005. The FY 2005 Budget includes an equivalent of 2% of civilian salaries totaling \$2.3 million for All Funds and \$1.3 million in the General Fund for this incentive. In addition, a reserve has been allocated for full year funding of this incentive in FY 2006. The City's existing Employee Performance Management & Development System will serve as the foundation for the successful and effective implementation of this performance pay distribution.

The FY 2005 Adopted Budget also includes \$13.3 million for contractually required pay increases for uniform police, fire, and emergency medical service (EMS) personnel in accordance with the City's Collective Bargaining Agreements with the San Antonio Professional Firefighters Association and the San Antonio Police Officer Association. In FY 2005, the Fire and EMS uniform employees will receive a 3% pay increase, contractually required increases in longevity pay, increases to incentive pays, and the addition of step increases for the ranks of Lieutenant, Captain, and District Chief. The FY 2005 Adopted Budget includes \$6.8 million for these Fire uniform compensation enhancements. Also in FY 2005, the Police uniform employees will receive a 3% pay increase, increase in incentive pays, and contractually required increases in longevity pay. The FY 2005 Adopted Budget includes \$6.5 million for these compensation enhancements.

**Reclass & Regrade Adjustments.** The Adopted Budget also sets aside \$500,000 to address compression issues in certain job classifications to keep the pay scales competitive with the local market allowing the City to continue attracting and retaining quality employees in these positions. In FY 2004, the minimum starting salaries for 33 job classifications was increased or regraded totaling \$635,585 in All Funds. The action resulted in salary increases for over 500 existing employees. A total of \$686,000 is budgeted in the current services budget for FY 2005 to continue to pay full-year funding for the regrades implemented in FY 2004.

**Certification Pay Pilot Program.** The concept of paying employees for additional skills obtained is adopted in FY 2005 with the implementation of a pilot Certification Pay program. The program will focus on rewarding employees for the obtainment of approved certifications, primarily in skilled craft and service/maintenance jobs. Examples include Gardeners, Electricians, Plumbers, Inspectors, and Equipment Technicians. The program will also reimburse civilian employees for exam fees and certification fees paid in the obtainment of the certification. FY 2005 Adopted Budget includes \$162,687 in the General Fund and a total of \$291,571 in all funds to cover the costs of this pilot program.



**Employee Health Benefits Program.** The City has long maintained as a significant employment benefit a health insurance program for employees, their dependents, and eligible City retirees. However, as described in the Five Year Financial Forecast, the City's ability to maintain this benefit has been threatened by significantly rising medical and prescription costs that have increased in recent years well above the normal rate of inflation. National authorities project medical costs to increase by 10% to 15% in FY 2005 with prescription costs increasing at a rate of 10% to 18% in FY 2005.

The Employee Benefits Fund actual end-of-year balance for FY 2003 was a negative \$19.9 million. The Five Year Financial forecast presented to City Council in May 2004 indicated that the Fund would have a negative ending balance of \$25.8 million in FY 2005. Through the following policy issue adjustments included as part of the Adopted Budget Totaling \$8.1 million, the Employee Benefits Fund is projected to have a FY 2005 revised negative ending balance of \$22.5 million. (The Five Year Financial Forecast also assumed savings from many of the Benefit Program Changes listed below.)

**FY 2005 Adopted Employee Benefit Program Changes**

<b>Policy Issue</b>	<b>Savings</b>
Third Party Administrator	\$4.5 M
Self Insured Health Maintenance Organization	2.3 M
Employee Premium Adjustments	.8 M
CitDent, Cobra, Medicare Premiums	.2 M
Tricare Supplement & Advantage 90	.3 M
<b>Total</b>	<b>\$8.1 M</b>

The City's Employee Benefits Program allows employees to select between a Health Maintenance Organization (HMO) or the City's self-funded CitiMed program. Revenues for the benefits fund are derived primarily from departmental assessments (funded by each of the City Funds to which an employee is budgeted) and participant premiums. However, as with many employers, the City faces rising healthcare costs in prescriptions and medical claims and therefore has identified a need to reevaluate plan funding and design strategies in order to mitigate pressures of rising health care costs.

To maximize efficiency and ensure competitive medical pricing in the plan, a combined Health and Benefits Request for Proposal (RFP) process was released in March 2004. The RFP was designed specifically to seek opportunities to restructure the City's benefit plan and take advantage of possible network changes and discount improvements. Currently, staff in the process of finalizing information received from these vendors and a recommendation for Third party Administrator, Preferred Provider Network and Utilization Review will be forthcoming. Negotiations thus far have indicated the Health and Benefits Request for Proposal efforts will increase provider discounts resulting in **estimated savings of a least \$4.5 Million in claims costs** beginning in FY 2005 with many opportunities for enhanced services through wellness and disease management program offerings.

The CitiMed program currently provides a benefit package to employees for a monthly premium of \$5 for single employees and \$15 for employees with dependents. These premiums were introduced in FY 2004 in an effort to offset escalating costs. Prior to this fiscal year, the CitiMed program was offered to employees and their dependents free of charge. For FY 2005, the City has formulated a strategy to establish a funding ratio plan to address the long-term financial needs of the benefits program first by transforming the traditional premium tier structure and then applying a subsidy philosophy to those tiers in order to fairly share the cost burden of employee health benefits plan premiums. This premium strategy is expected to generate \$786,511 in additional revenue. **Within the adopted revised structure, the City will cover 1.) 97% of an employee's; 2.) 90% of a child's; and 3.) 85% of a spouse's monthly health insurance plan costs.** The current structure of Employee, Employee plus one dependent, and Employee plus two or more dependents will transition to the following structure.

**CitiMed Health Benefit Plan for Civilian Employees**  
**Adopted Premium Structure for FY 2005 (Effective January 1, 2005)**

<b>Category</b>	<b>Monthly City Share</b>	<b>Monthly Employee Share</b>
Employee Only	\$227	\$7
Employee + Child(ren)	384	25
Employee + Spouse	426	42
Employee + Family	584	59

In addition to premium structure changes for employees, the City is proposing increased premiums for CitiDent, Cobra participants and CitiMed Retirees to generate an estimated \$194,940 in additional revenue. The addition of a Tricare Supplement as an optional plan for City employees who are retired from the military and covered under Tricare will result in estimated savings of \$338,275. The conversion of the fully insured HMO plan to a self-funded plan will result in one-time savings of \$2.25 million. Finally, the addition of an Advantage90 program through Walgreens will provide increased discounts for 90-day prescriptions purchased at the retail level and result in estimated savings of \$30,000.

The adopted budget also includes \$200,000 to retain a benefits consultant to provide recommendations for the development of a comprehensive benefit strategy that will: 1.) Assess and measure the effectiveness of current plan offerings; 2.) Evaluate utilization patterns and recommend plan modification; 3.) Project plan costs based on variant models of plan design and proposing alternative funding vehicles; 4.) Provide actuarial analysis and review; and 5.) Assess the contribution strategy of health plans. The consultant will also be utilized to assist the City in health benefit discussions during the upcoming negotiations with the Police & Fire associations in 2005.

**TMRS 2005 Contribution Rate Mandated Increase.** One of the many benefits offered to the City of San Antonio employees is a two-to-one match towards the Texas Municipal Retirement System (TMRS). Permanent City of San Antonio employees automatically become members of the TMRS on the first date of employment. Employees contribute 6% of their gross earnings to TMRS, and the City contributes two times the employee's contribution, or 12% of their gross earnings. City employees become 100% vested after five years of service. Effective for FY 2005, the TMRS reduced the assumed actuarial interest rate and payroll growth assumptions utilized in calculating city contribution rates. This resulted in a 0.82% TMRS City contribution rate increase. In terms of dollars, the FY 2005 Adopted Budget includes an additional \$1.6 million for All Funds to sufficiently provide the required match to TMRS.

**Employee Uniform Initiative.** Working toward the goal of reducing costs while improving the quality of consistency of City issued uniforms, the Purchasing & General Services Department has begun initial steps to develop a standard employee uniform initiative. This will establish requirements related to the purchase and/or lease and issuance of uniforms to full-time permanent City employees. Over 3,000 civilian City employees in over 145 job classifications are currently issued some type of clothing or uniform. Under this initiative, all employees within specific job classes will be provided with uniforms appropriate for their work environment in an effort to increase safety, promote a positive public perception, and maintain a consistent level of quality for clothing provided to employees. By providing citywide consolidated process for uniform purchases/leases and distribution, savings will be realized to individual department budgets. This initiative is estimated to generate savings in FY 2005 of \$100,000 in All Funds and \$56,136 of savings in the General Fund.

**Collective Bargaining.** A collective bargaining agreement was signed with the San Antonio Professional Fire Fighters' Association (SAPFFA) for a period of June 3, 2002 through September 30, 2005. The projected cost of the four-year agreement is \$39.87 million. The agreement provides a 3% wage increase; which includes the new steps from Fire Fighter Step D & E, Fire Apparatus Operator Step C & D and Step B in the ranks of Lieutenant, Captain and District Chief. Other benefits and incentives awarded through the collective bargaining agreement include a new four-tier fire certification pay, increased education pay for employees with an associate or bachelor degree and a new level of education pay for individual with a master degree, pre-certification pay for interim periods while fire fighters are undergoing

specialized training, high class pay for District Chief Aides, guaranteed two hours of overtime pay during Arson priority assignment and bonus day buy-back at regular rate of pay. The Fire Department adopted budget includes \$6.17 million to address a 3% pay increase, the addition of step increases for the ranks of Fire Fighter and Fire Apparatus Operator, and other pay incentive increases.

The term of the current collective bargaining agreement with the San Antonio Police Officer's Association (SAPOA) is from October 1, 2002 through September 30, 2006. The projected cost of the four-year agreement is \$53.4 million. The agreement provides for 3% yearly wage increases for years one through three of the contract and a 4% wage increase in the fourth year of the contract as well as additional pay increases of \$20 per month for selected steps, increases for certification pay, education pay, and other incentives. The Adopted Budget also provides from the General Fund \$5.8 million in mandated expenditures for increased compensation due to a 3% wage increase with an additional \$20 for step A-C Detectives and Step A-B Sergeants, as well as increased certification pay, education pay and other incentives.

# HOLIDAY SCHEDULE

The adopted holiday schedule includes 13 holidays, 12 scheduled and one floating holiday for a total of 104 hours for FY 2005 which begins on October 1, 2004.

## 2004-2005 HOLIDAY SCHEDULE FOR CITY EMPLOYEES

HOLIDAY	DAY	DATE
Veteran's Day	Thursday	November 11, 2004
Thanksgiving Day	Thursday	November 25, 2004
Day After Thanksgiving	Friday	November 26, 2004
Christmas Eve Day	Friday	December 24, 2004
New Year's Eve Day	Friday	December 31, 2004
Martin Luther King	Monday	January 17, 2005
President's Day	Monday	February 21, 2005
Good Friday	Friday	March 25, 2005
Fiesta San Jacinto Day	Friday	April 22, 2005
Memorial Day	Monday	May 30, 2005
Independence Day	Monday	July 4, 2005
Labor Day	Monday	September 5, 2005

## FLOATING HOLIDAY

In addition to the 12 scheduled holidays listed above, employees may choose one additional day of their choice to serve as a floating holiday. The purpose of the floating holiday is to allow employees to recognize a personal, religious, or ethnic observance of significance to them. Approval request for a floating holiday should be made to the appropriate supervisor at least five (5) working days in advance.